Official Job Offer
Date: [To be filled later]
Employee Name: [Driver's Name] ZAKARIA MUKTAR MOHAMED
Job Title: Light Vehicle Driver
Company Name: [PH]

Part One: Delivery System

1. Salary and Commission

◆ **Food Allowance:**
A monthly food allowance of KWD 20 will be provided during the waiting period before actual delivery starts under operational contracts (such as Talabat, Jahez, , Dodelivery). This allowance ends immediately once the driver begins delivery.

◆ **Fixed Salary:**
A fixed monthly salary of KWD 120 will be granted only upon achieving the target number of orders in the table below, for both bike and car drivers.

◆ **Table:**

Vehicle Type	Target Orders	Monthly Working Hours	Orders per Hour
Car	400	336	1.19

◆ **Bonus:**
The employee is granted a bonus for every order completed above the target

(more than 400 for **car** drivers .900 Fils).

◆ **Deduction:**
⚠ If the number of completed orders is less than the targets listed in the table (400 for car), a deduction of 350 Fils will apply per missing order.

2. Working Days and Hours

- 28 working days per month
- 12 working hours per day (morning or evening shift)
- No weekly days off or public holidays
- Annual leave is granted after 24 consecutive months of work
- The company has the right to assign the driver to any area at any time
- Company may change accommodation when needed operationally

3. Official Start Date

The official start date is the first day the driver begins work under any operational contract (e.g. Talabat, Jahez, , Dodelivery)

4. Job Title and Duties

The employee acknowledges that the offer was made as a motorbike rider, even if the official government job title is light vehicle driver. This designation is only for visa purposes and does not entitle the employee to request a duty change.

Signature:

5. Cash Collection

The employee must submit all collected cash daily to the company, either by deposit or handover as instructed. Any delay or manipulation is considered a breach of trust.

6. Penalties and Deductions

- Late login (15–30 mins): KWD 3
- Full absence: KWD 5
- Leave without prior approval: KWD 10
- Sick leave without medical report: KWD 10
- Less than 336 hours/month: deduction based on shortage
- Less than 336 completed orders: operational violation
- Login from unauthorized area: KWD 5
- Late cash handover: KWD 5
- Order acceptance rate < 98%: order value deduction
- Leaving work or personal breaks without notice: full day deduction
- Not wearing uniform: KWD 2

7. Financial Records

All salary and financial reports issued by the company or platforms are final and binding.

Driver Signature: _____

Company Representative Signature: _____